

Satisfaction is another important aspect of the work environment for nurses, especially given the strong association between satisfaction levels and turnover. Veteran nurses were asked to rank themselves in terms of their agreement with four statements about their work place. The results are summarized in Tables 12 and 13. Veteran RNs and veteran LPNs had similar reactions to the questions and, in each case, the majority of nurses agreed with the statements, as shown in Table 12. However, when agreement to these satisfaction measures was examined by the settings in which veteran nurses work, there were some significant differences.

Table 12. Job satisfaction levels among veteran RN and LPN nurses in North Carolina

	Veteran RNs (n=247)			Veteran LPNs (n=186)		
<i>Percent that agreed or disagreed with:</i>	Disagreed	Neutral	Agreed	Disagreed	Neutral	Agreed
I am happy with my current work environment.	15.0	24.3	60.7	12.9	26.3	60.8
$\chi^2 p\text{-value}$	0.7779					
I am satisfied with the quality of care I am currently able to provide.	12.6	23.5	63.9	15.1	20.0	64.9
$\chi^2 p\text{-value}$	0.5793					
I would encourage other nurses to apply for a job with my employer.	22.7	21.9	55.5	18.8	26.5	54.7
$\chi^2 p\text{-value}$	0.4247					
My employer places a high value on the work I do.	22.3	18.6	59.1	14.1	18.4	67.6
$\chi^2 p\text{-value}$	0.0815					

Note: Answers were originally measured on a 5 point scale. This table collapses some answer categories: disagreed = 1 or 2, neutral = 3, agreed = 4 or 5. Chi-square values were run on a collapsed values table.

The results in Table 13 show large differences in the proportion of nurses who agreed with the job satisfaction statements. (Because of space constraints, Table 13 reports only the percentage of nurses that agreed with the statements, but the chi-square analyses were run on the full range of answers.) Among veteran RNs, those in community settings had the highest proportions agreeing with the statements and, therefore, the highest levels of job satisfaction as a group. Only about half of the veteran RNs employed in hospital in-patient settings agreed with the statements, and for RNs in long term care settings the proportion was even lower in most cases. The same general pattern holds true for veteran LPNs, with some minor exceptions in the numbers (as can be seen in Table 13). In general it is safe to say that nurses employed in community settings tend to be more satisfied, as a group, with their jobs than is true of nurses employed in either hospital in-patient settings or in long term care.